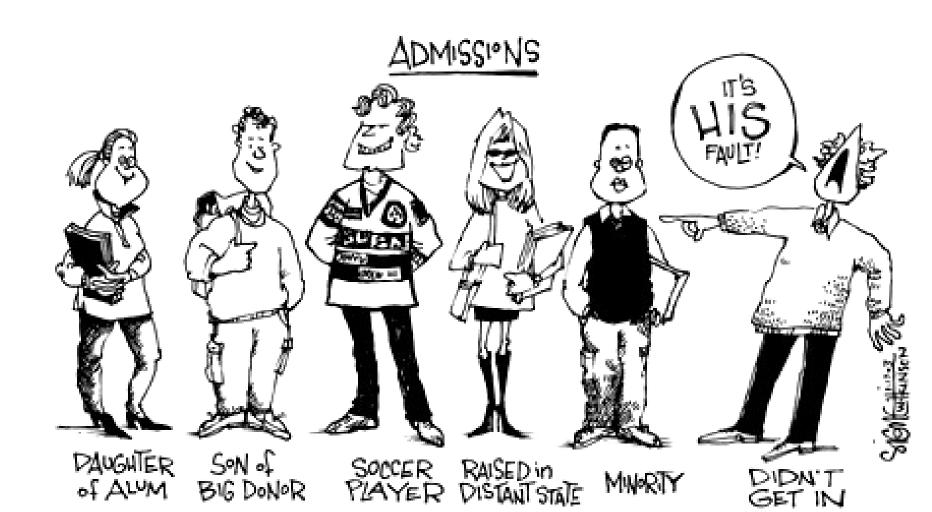


AFFIRMATIVE ACTION





AFFIRMATIVE ACTION

OBJECTIVE: Understand the concept of affirmative action.



AFFIRMATIVE ACTION ISSUES

CONCEPT

Affirmative Action
Goals
Helping Hand
Maximize Potential
Merit
Level Playing Field
Qualified

MISIMPLEMENTATION

Preferential Treatment

Quotas

Handout

Institutional mediocrity

Birthright

Reverse

Discrimination

Not Qualified





AFFIRMATIVE ACTION

"The purpose of affirmative action is to give our nation a way to finally address the systemic exclusion of individuals of talent, on the basis of their gender or race, from opportunities to develop, perform, achieve, and contribute."



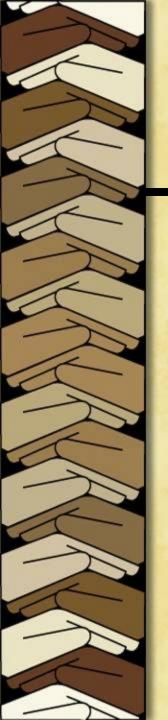
ELIMINATE OR REFORM ALL PROGRAMS THAT:

- create quotas
- give preference to unqualified individuals
- have a "reverse" discrimination effect
- continue after the intended equal opportunity purposes have been achieved



The Military Equal Opportunity Assessment

- MEOA required by DoD directive, annual report from each Service
- Reports equal opportunity assessment data in 10 categories
- OSD compiles and publishes annual "Summary Analysis of MEO"
- Fiscal '01 latest available



MEO Reporting Requirements

Ten Categories:

Recruiting and/or Accessions

Composition

Promotions

PME

Separations

Augmentation and/or Retention

Assignments

Discrimination and/or Harassment Complaints

Utilization of Skills

Discipline



MEOA F01: Composition

- DoD diversification continues ('87-01)
 - Minority percentage increased from 26.1 to 33.8% in active duty (AD); (33.1% in FY00)
 - Minority percentage increased from 24.1 to 28.5% in reserve component (RC); (32.5% in FY00)
 - AD female 10.1 to 14.5%; RC female 11.2 to 16.7%; (20.8% in FY00)



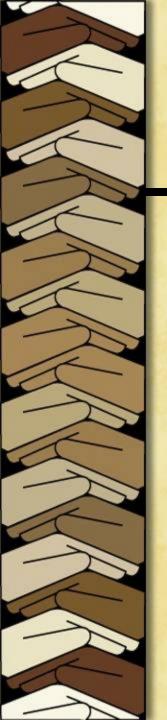
MEOA F01: Minority Accessions

- · (F98-F01)
 - "steady growth" in AD and RC
 - Black females more represented than Black males in AD/RC/Off/Enl



MEOA F01: Minority Retention

- FY 98-01: Retention rate (RR) has increased for minorities and is equal to or greater than White RR
 - For Fiscal 01: overall RR up within all race-ethnic categories



MEOA F01: Involuntary Separations

- Minority enlisted involuntary separations greater than Whites, but gap has narrowed to from 3 to 2% (AD)
 - 1997 3% difference; 2000 .6%
 - RC minority involuntary sep has dropped more than 6% from 1998-2001; gap narrowed from 5 to 3%



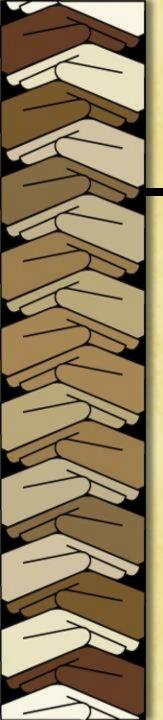
MEOA F01: Promotions

- Minority enlisted AD comparable to Whites (3% neg delta)
- Minority officer AD less than White but "gap closing" (5% neg delta)
- RC: minority enlisted and officer greater than White thru 00; in 01, minority 6% neg delta



MEOA F01: Assignments

- "Service-defined Career Enhancing Billets" (SDCEB)
- AD enlisted minority narrowed the gap with Whites
- AD officer: minorities less than Whites by .7% (gap is widening for O4-O6)



MEOA F01: Professional Military Education (PME)

 AD and RC minorities selected for PME at lower rates than Whites



MEOA F01: Discipline

 Blacks administered JP and NJP at higher rates than other minorities and Whites in AD and RC



MEOA F01: Discrimination & Sexual Harassment

 Minority substantiated discrimination complaints at lower percentages than sexual harassment complaints in AD & RC



MEOA F01: Utilization of Skills

- Not included in '01 summary
- Recent data:
 - Racial effects in occupational groups for AD officer and enlisted
 - Tactical operations (White)
 - Combat support (Minority)